

**WTVG-TV**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2018– May 31, 2019**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
<b>Account Executive</b>	17, 18, 19	17
<b>Assignment Editor</b>	1-19	17
<b>Digital News Producer (3)</b>	1-19	20, 20, 20
<b>Meteorologist (2)</b>	1-19	17, 20
<b>Morning Traffic Anchor (1)</b>	1-19	16
<b>Multimedia Journalist (3)</b>	1-19	18, 19, 19
<b>News Director</b>	11, 18, 19	11
<b>News Producer (3)</b>	1-19	19, 19, 19
<b>Videographer (2)</b>	1-19	19, 19

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1.	BALL STATE UNIVERSITY 2000 W. UNIVERSITY AVE. MUNCIE, IN 47306 765-289-1241 Cardinal Career Link <a href="https://bsu-csm.symplicity.com/employers/index.php?signin_tab=0&amp;js_disabled=0">https://bsu-csm.symplicity.com/employers/index.php?signin_tab=0&amp;js_disabled=0</a>	No	0
2.	BROADCAST EMPLOYMENT SERVICES P.O. BOX 4116 OCEANSIDE, CA 92052 <a href="http://www.tvjobs.com">www.tvjobs.com</a>	No	0
3.	CENTRAL MICHIGAN UNIVERSITY BROADCAST & CINEMATIC ARTS CAREER SERVICES MT. PLEASANT, MI 48858 (989) 774-3068 <a href="http://www.onestop.symplicity.com">www.onestop.symplicity.com</a>	No	0
4.	COLLECTIVE TALENT 1721 Richardson Place Tampa, FL 33606 <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> 813-254-9695	No	0
5.	HANDSHAKE <a href="https://app.joinhandshake.com/employer">https://app.joinhandshake.com/employer</a>  University of Michigan, Michigan State, University of Toledo, BGSU, Butler University, Eastern Michigan, University of Chicago	No	0
6.	KENT STATE UNIVERSITY 800 E. SUMMIT ST. KENT, OH 44240 330-672-3000 <a href="http://www.onestop.symplicity.com">www.onestop.symplicity.com</a>	No	0
7.	MEDIA BISTRO <a href="http://www.mediabistro.com">www.mediabistro.com</a>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8.	OHIO ASSOCIATION OF BROADCASTERS (866) OAB-5794 <a href="http://www.oab.com">www.oab.com</a>	No	0
9.	MEDIALINE 2525 Sparrow Crest Dr. Katy, TX 77494 (913) 217-0685 <a href="http://www.medialine.com">www.medialine.com</a>	No	0
10.	OHIO STATE UNIVERSITY 154 W. 12 <sup>th</sup> AVE COLUMBUS, OH 43210 <a href="http://www.osu.edu">www.osu.edu</a>	No	0
11.	RICK GEVERS & ASSOC. 355 E. OHIO ST. INDIANAPOLIS, IN 46204 <a href="http://www.rickgevers.com">www.rickgevers.com</a>	No	1
12.	SPOTS N DOTS SND Publishing LLC 1635 Old Highway 41NW Kennesaw, GA 30152 <a href="http://www.spotsndots.com">www.spotsndots.com</a> 888-884-2630	No	0
13.	THE TOLEDO BLADE NEWSPAPER 541 N. SUPERIOR STREET TOLEDO, OH 43660 <a href="http://www.thetoledoblade.com">www.thetoledoblade.com</a>	No	0
14.	TV NEWSCHECK MEDIA 24 West Lancaster Ave. #205 Ardmore, PA 19003 610-420-6003 <a href="http://www.tvnewscheck.com">www.tvnewscheck.com</a>	No	0
15.	TV AND RADIO JOBS <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>	No	0
16.	Internal Promotion/Hire	No	2
17.	Referral	No	3
18.	Station Website <a href="http://www.13abc.com">www.13abc.com</a>	No	1
19.	Indeed.com/Snag <a href="https://grav.tv/applynow">https://grav.tv/applynow</a>	No	40
TOTAL INTERVIEWEES OVER REPORTING PERIOD			47

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Internship Program	<p>WTVG-TV offers unpaid internships to college and university students. An internship generally lasts 10-12 weeks, with each student working about 20 hours per week in exchange for college credit. The student is given the opportunity to work with reporters, producers, photographers, sales personnel, production staff, and creative services. Students are allowed to experience assignments in each of these departments directly relating to their education and career choice.</p> <p>During the period of this report, June 1, 2018 – May 31, 2019, ten interns from the following schools participated in an internship with our News Department:</p> <p>The University of Toledo (4) Loyola University of Chicago (1) Eastern Michigan University (1) Bowling Green State University ( 3) University of Kentucky (1)</p>
<b>2</b>	Participate in events sponsored by organizations representing community groups (6)	<p><b>Station Tours for School and Community groups.</b></p> <p>During station tours, participants have the opportunity to observe all the jobs that it takes to run a television station from news anchors to engineers to sales.</p> <p>Tours:</p> <p>11/6/18 Highland Elementary School Cub Scout Pack #154</p>

		<p>11/20/18 St. Joan of Arc~ Girl Scout Troop</p> <p>1/24/19 Woodward HS~ Production &amp; Audio class</p> <p>2/15/19 Toledo Christian School~5 students~ Audio class.</p> <p>4/5/19 Fremont Ross HS~ 15 Technology Students</p> <p>5/21/19 Lucas County Developmentally Disabled~Employment Connections: 3 people</p> <p>4/30/19 A 13abc reporter was emcee at an event for The Victory Center. The event was held at The Premier in Toledo. There were 500 people in attendance. The Victory Center provides free events, care and programs for cancer survivors in our community.</p> <p>4/28/19 A 13abc news anchor emceed at a charity event for community charities such as; Aurora Project, Toledo Day Nursery, Toledo Grows, and the Toledo Northwest Ohio Food bank. 500 people were in attendance.</p>
4	Participate in events sponsored by educational institutions relating to career opportunities in broadcasting (3)	<p>2-27-19 and 2-28-19 Ball State University~ Gray Recruiting Event (Job Fair) WTVG's News Director attended.</p> <p>June 1<sup>st</sup>, 2018 through May 31<sup>st</sup> 2019, Our Chief Meteorologist visited many local elementary schools (2-3 schools per month) for weather talks and he provides information to students on what it takes to become a meteorologist.</p>